

Message

From: Gray, David [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=881C62B1E54142388C1DE2F8E3799C33-GRAY, DAVID]
Sent: 1/27/2021 5:01:57 PM
To: Vasquez, Benjamin [Vasquez.Benjamin@epa.gov]
Subject: RE: Meeting Request: EEO in Hiring & the Interview Process

Hey Benjamin,

In my new role as acting RA, I am going to ask James McDonald to oversee improvements in Region 6 on our diversity and inclusion. He has a lot of experience especially from his position as chair of the diversity and inclusion council for the agency. I've also assigned him as lead SES champion for the President's new Executive Orders. He will work closely with you and Dorothy to develop our plans. I know that together your team and James will lead Region 6 to have a model program. I appreciate everything that you bring to the table. I am looking forward to our success.

David

From: Vasquez, Benjamin <Vasquez.Benjamin@epa.gov>
Sent: Wednesday, January 6, 2021 1:43 PM
To: Gray, David <gray.david@epa.gov>
Subject: FW: Meeting Request: EEO in Hiring & the Interview Process

From: Vasquez, Benjamin
Sent: Wednesday, January 6, 2021 1:12 PM
To: McDonald, James <McDonald.James@epa.gov>; Turk, James <turk.james@epa.gov>; Tanimura, Erin <Tanimura.Erin@epa.gov>; Davis, Suea <davis.suea@epa.gov>
Cc: Bracken, Benjamin <Bracken.Benjamin@epa.gov>; Whaley, Dorothy <whaley.dorothy@epa.gov>; Stanton, MaryA <Stanton.Marya@epa.gov>
Subject: RE: Meeting Request: EEO in Hiring & the Interview Process

Ex. 5 Deliberative Process (DP)

Furthermore, what David has asked of us has actually already been done back in 2016. Dorothy was kind enough to search for those documents while she was out on leave during the holidays and ensure that upon her return this past week a priority would be ensuring we have those items available in electronic format.

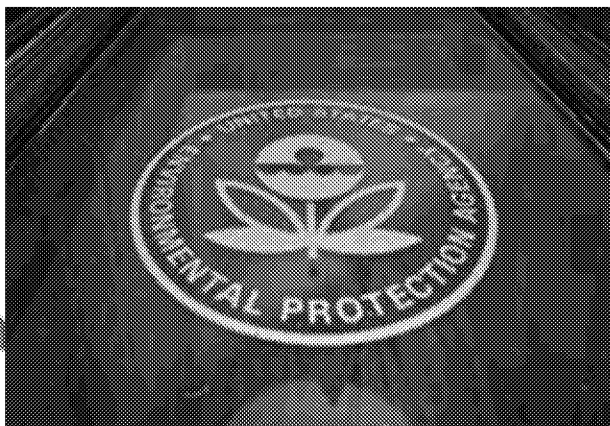
I've attached SOP's and the previous work that was done by my colleague as applicable to her suggestion that Region 6 implement as a best practice several years ago. These have already been shared with David and he will review at his earliest opportunity. Until he has had time to take a look and until we can touch base with him on the first meeting he has stated we are to have before we move forward, it's best that we hold off. We don't know what he wants yet and it's imperative he elicit his expectations, visionary expectations, what he wants, etc prior to us moving forward

Regards,

Benjamin Vasquez
Equal Employment Manager
United States Environmental Protection Agency

Office of the Regional Administrator, EPA Region 6
1201 Elm St, # 500
Dallas, TX 75270
Vasquez.Benjamin@epa.gov
Phone: (214) 665-6527
Fax: (214) 665-8072

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From: McDonald, James <McDonald.James@epa.gov>

Sent: Wednesday, January 6, 2021 1:00 PM

To: Vasquez, Benjamin <Vasquez.Benjamin@epa.gov>; Turk, James <turk.james@epa.gov>; Tanimura, Erin <Tanimura.Erin@epa.gov>; Davis, Suea <davis.suea@epa.gov>

Cc: Bracken, Benjamin <Bracken.Benjamin@epa.gov>; Whaley, Dorothy <whaley.dorothy@epa.gov>; Stanton, MaryA <Stanton.Marya@epa.gov>

Subject: RE: Meeting Request: EEO in Hiring & the Interview Process

Thanks Ben for your message.

Ex. 5 Deliberative Process (DP)

Ex. 5 Deliberative Process (DP)

Regards,

From: Vasquez, Benjamin <Vasquez.Benjamin@epa.gov>

Sent: Wednesday, January 6, 2021 12:58 PM

To: Turk, James <turk.james@epa.gov>; Tanimura, Erin <Tanimura.Erin@epa.gov>; Davis, Suea <davis.suea@epa.gov>

Cc: Bracken, Benjamin <Bracken.Benjamin@epa.gov>; Whaley,Dorothy <whaley.dorothy@epa.gov>; Stanton, MaryA <Stanton.Marya@epa.gov>; McDonald, James <McDonald.James@epa.gov>

Subject: RE: Meeting Request: EEO in Hiring & the Interview Process

Hi James,

I wanted to touch base. I recall this would be brought up at the ORA meeting last month with David and per his directive the first steps were him wanting to meet with Ben Bracken and I prior to moving forward with anything.

Any idea of when his schedule may provide availability for a meeting? In conjunction with my reference suggesting possibly meeting in late Jan, given how busy this month would be with transitions, etc. Please let us know a time that works best for David if he still wishes for us to move forward. If David wishes for this action to remain in a state of abeyance and hold off on the meeting for now no worries.

Thanks,
Ben

rom: Vasquez, Benjamin

Sent: Tuesday, December 1, 2020 3:32 PM

To: Turk, James <turk.james@epa.gov>; Tanimura, Erin <Tanimura.Erin@epa.gov>; Davis, Suea <davis.suea@epa.gov>

Cc: Bracken, Benjamin <Bracken.Benjamin@epa.gov>; Whaley,Dorothy <whaley.dorothy@epa.gov>; Stanton, MaryA <Stanton.Marya@epa.gov>; McDonald, James <McDonald.James@epa.gov>

Subject: RE: Meeting Request: EEO in Hiring & the Interview Process

Sounds good. Thank you.

From: Turk, James <turk.james@epa.gov>

Sent: Tuesday, December 1, 2020 3:19 PM

To: Vasquez, Benjamin <Vasquez.Benjamin@epa.gov>; Tanimura, Erin <Tanimura.Erin@epa.gov>; Davis, Suea <davis.suea@epa.gov>

Cc: Bracken, Benjamin <Bracken.Benjamin@epa.gov>; Whaley,Dorothy <whaley.dorothy@epa.gov>; Stanton, MaryA <Stanton.Marya@epa.gov>; McDonald, James <McDonald.James@epa.gov>

Subject: RE: Meeting Request: EEO in Hiring & the Interview Process

Hi Ben,

I will bring this up at our ORA meeting with David and we will get you scheduled.

James

From: Vasquez, Benjamin <Vasquez.Benjamin@epa.gov>

Sent: Tuesday, December 1, 2020 3:09 PM

To: Turk, James <turk.james@epa.gov>; Tanimura, Erin <Tanimura.Erin@epa.gov>; Davis, Suea <davis.suea@epa.gov>

Cc: Bracken, Benjamin <Bracken.Benjamin@epa.gov>; Whaley,Dorothy <whaley.dorothy@epa.gov>; Stanton, MaryA <Stanton.Marya@epa.gov>; McDonald, James <McDonald.James@epa.gov>

Subject: RE: Meeting Request: EEO in Hiring & the Interview Process

Good Afternoon Sue, Erin, and James,

Per below, David would like to meet with us regarding the topic of this email. He and I further discussed this endeavor during my PARS 90 Day assessment in early Nov.

Would it be possible for us to get on his calendar sometime the week of Jan 25-29, 2021? This will be after the holidays die down and a few days after the inauguration/transition. I know he will be busy with that. Please let us know a time that would work and schedule for however long David wishes to meet with us.

Respectfully,
Ben

Benjamin Vasquez
Equal Employment Manager
United States Environmental Protection Agency
Office of the Regional Administrator, EPA Region 6
1201 Elm St, # 500
Dallas, TX 75270
Vasquez.Benjamin@epa.gov
Phone: (214) 665-6527
Fax: (214) 665-8072

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From: Gray, David <gray.david@epa.gov>
Sent: Tuesday, October 27, 2020 3:32 PM
To: Vasquez, Benjamin <Vasquez.Benjamin@epa.gov>; Bracken, Benjamin <Bracken.Benjamin@epa.gov>
Cc: McDonald, James <McDonald.James@epa.gov>; Stanton, MaryA <Stanton.Marya@epa.gov>
Subject: Assignment

Gentlemen,

I'd like for you to put your heads together to refresh/create a guidance document from panel interviews for selecting officials. We should canvas others for best practices and I will have some documents for consideration. Rather than a bunch of back and forth emails, let's plan to meet sometime next month to talk more about my expectations. The ultimate goal is to create a uniform, consent approach for our Region 6 selection officials. One issue of particular importance will be diversity of panel make up and feedback to non-selectees which I presume Vasquez can offer ideas.

After we are done – I'd like for us to provide training of the guidance to the R6MIT which I presume resides with Bracken. I'd also like to share a copy of the guidance with all of our employees in Region 6.

I expect this will take us several months to complete but I'd like for us to get started soon.

Best,
David

David Gray
Deputy Regional Administrator
USEPA – Dallas
gray.david@epa.gov
(214) 665-8120 direct
(214) 789-2619 cell
(214) 665-2100 general office